



RESOLUTION No. 2013-3088

A RESOLUTION AUTHORIZING THE CITY MANAGER PRO TEM TO RE-STRUCTURE THE INFORMATION TECHNOLOGY DEPARTMENT

RECITALS:

1. The Information Technology Department is an essential service to the city and citizens of Newberg.
2. The remaining IT staff are seasoned IT professionals.
3. The IT Department salaries are not on par with comparator cities.
4. Losing IT staff at this time would have devastating effects on the city due to the current age and disrepair of the existing computer inventory, the amount of IT projects currently underway, and the institutional knowledge of the current staff.
5. Replacing IT staff will be difficult at best using the current salary range. Research has shown replacing key staff with the necessary skill set would require the city to compete in the current job market where companies in the Portland Metro area are offering \$80,000.00-\$100,000.00 annually for similar positions. Reclassifying current staff will ultimately save the city in salaries, recruitment costs, training time, and loss of productivity.

THE CITY OF NEWBERG RESOLVES AS FOLLOWS:

1. To accept the proposed restructuring of the IT Department with the position and title changes as shown in Exhibit "A" and is hereby referenced.
2. To accept the proposed salary adjustments for the following staff:

Systems Administrator:	\$5,346.00/Mo (1 FTE)
Systems Administrator:	\$5,757.00/Mo (1FTE)
Network Engineer-Security:	\$6,181.00/Mo (1FTE)
IT Director:	\$8,361.00/Mo (1FTE)

3. To transfer \$50,000.00 from Administrative Support Contingency (Fund 31) to the corresponding IT Department salaries lines (Fund 31).

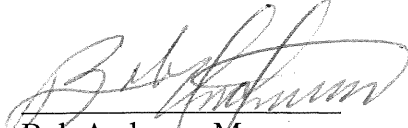
➤ **EFFECTIVE DATE** of this resolution is the day after the adoption date, which is: October 8th, 2013.

ADOPTED by the City Council of the City of Newberg, Oregon, this 7th day of October, 2013.



Norma I. Alley, MMC, City Recorder

ATTEST by the Mayor this 10th day of October, 2013.



Bob Andrews, Mayor